



The Bar Council

Annual Report

2023/2024



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The Bar Council is the voice of the barrister profession in England and Wales. Our nearly 18,000 members – self-employed and employed barristers – make up a united Bar that is strong, inclusive, independent and influential.

We lead, represent and support the Bar in the public interest, championing the rule of law and access to justice by:

- Providing advice, guidance, services, training and events for our members
- Inspiring and supporting the next generation of barristers
- Drawing on our members' expertise to influence policy and legislation that relates to the justice system and the rule of law
- Promoting the Bar of England and Wales to develop career and business opportunities for barristers at home and abroad

As the General Council of the Bar, we're the approved regulator for all practising barristers in England and Wales. We delegate our regulatory functions to the operationally independent Bar Standards Board (BSB).

The Bar Council's representative work is largely undertaken by committees comprising barristers and chambers professionals, who work in conjunction with the organisation's small but dedicated staff team. This work is overseen by the General Management Committee and the Bar Council. The Bar Council officers (Chair, Vice Chair, and Treasurer) are elected by Bar Council members in May and serve for one calendar year (January to December).

This report covers the year 1 April 2023 to 31 March 2024.



Foreword from the Chief Executive

2024 marks our 130th anniversary. The General Council of the Bar was created in 1894 when the Bar took responsibility for dealing with breaches of professional standards, something that had previously been handled by the judiciary. Our functions have changed a bit over the years since then, but the core of our work has remained the same. We are an organisation founded by the Bar, working with and for the Bar, in the interests of ensuring 'Justice for All'. I hope this shines through as you read about our work and achievements during 2023/24 in this report.

While we didn't experience the political and international turbulence of 2022/23, this year was not without its challenges. As the country navigated the cost-of-living crisis, the damage caused by years of underinvestment in the justice system became increasingly visible, impacting the working lives of barristers faced with court backlogs, a crumbling court estate, and legal aid deserts.

I pay tribute to last year's Chair Nick Vineall KC and this year's Chair Sam Townend KC for their work highlighting the dire consequences of failing to invest in the

justice system. As leaders of the Bar, they successfully raised political and public awareness of the justice crisis and significantly increased the Bar Council's media profile as a credible voice on these issues.

Of course, the Chair of the Bar cannot do this work alone and I am enormously grateful to our small staff team who work tirelessly to support the profession, to the 460+ volunteers who commit their time and expertise to our committees and panels, and to the wider eco-system of the Bar - the Inns, specialist Bar associations and circuits. It is thanks to all of you that we are able to give such a strong voice to the profession.

This year I am pleased to report we have seen some success in our ongoing campaign for proper remuneration for the Bar. Working with the Personal Injuries Bar Association (PIBA) we secured a 23.5% increase in fixed recoverable costs for civil cases. Working with the Criminal Bar Association (CBA) we made some progress, securing parity for prosecution fees with those in defence and an increase in the rates paid by solicitors to barristers for magistrates work. Our success

in advocating for reasonable fees for work done by barristers is in part thanks to the strong evidence we collect through the biennial Barristers' Working Lives survey. We are very grateful to all those barristers who take the time to complete the survey and add to that rich evidence base.

On wider earnings issues, this year we published new data on the earnings gap between men and women at the Bar and took a more in-depth look at how and why the gap opens up in the first few years of practice. We published this data alongside analysis on the drivers behind the differences and updated tools for barristers and chambers to use to help every individual develop the practice they want.

Drawing on Barristers' Working Lives we also shone another spotlight on the worrying levels of bullying, harassment and discrimination at the Bar. We cannot continue to rely on reporting alone to fix these problems, so we committed to setting up an independent review which is now underway. The review is being chaired by the Rt Hon Harriet Harman KC and is due to report in 2025.

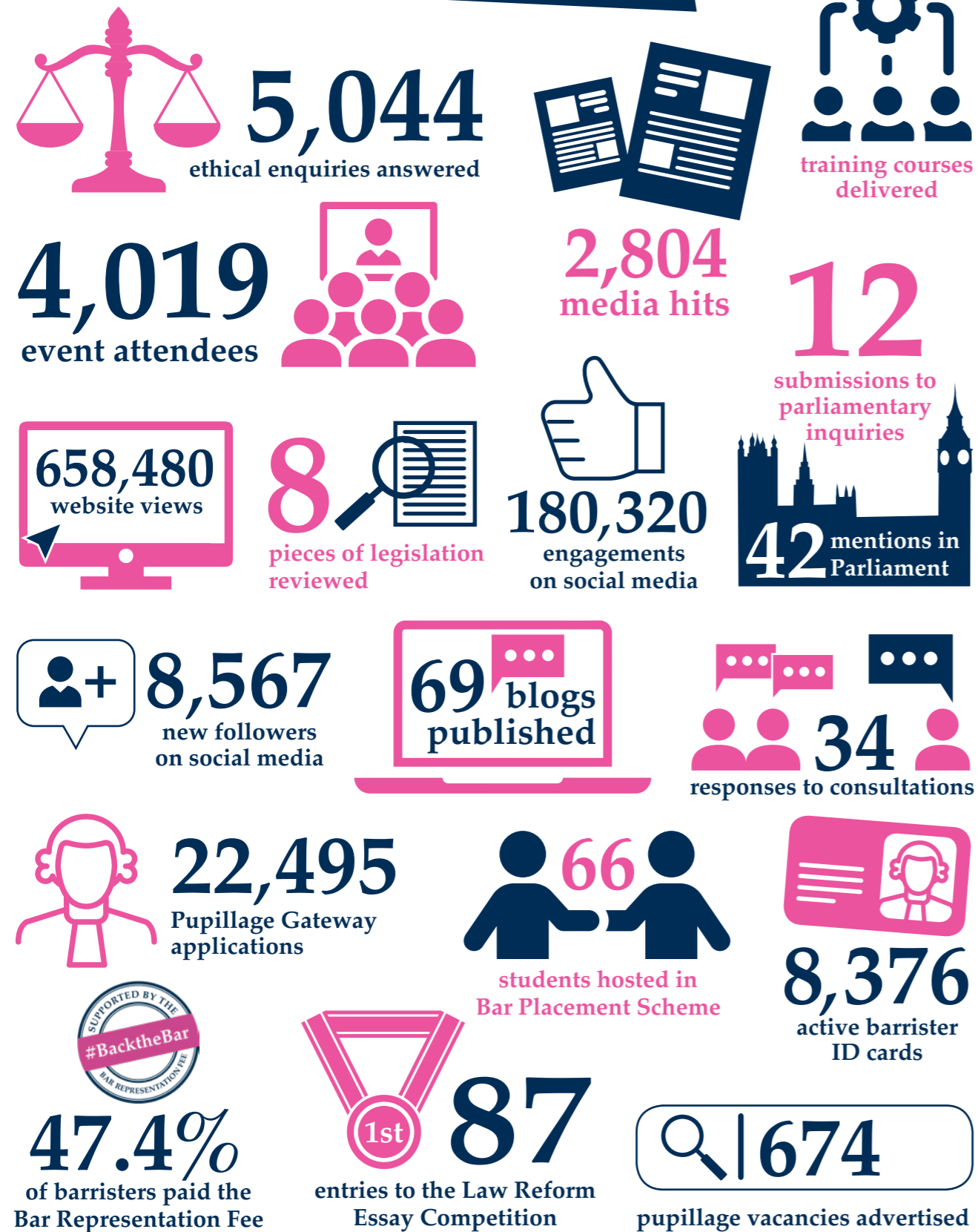
This year has been one of historic firsts – the appointment of the first Lady Chief Justice and the election of the first woman of colour as the Vice Chair of the Bar. We remain committed to supporting a diverse profession and breaking down the barriers to career progression for those who have been historically under-represented. We've also invested in improving our support for the young Bar – this year introducing new events focused on the first months and years at the Bar and handling ethical dilemmas.

Looking ahead, we have refreshed our strategic plan for the next five years: 2024-2029. We have committed to lead, represent and uphold the independence of the Bar; to champion, protect and promote the rule of law; to support an inclusive and resilient profession; and to maintain a sustainable organisation.

I look forward to updating you on our progress.

Malcolm Cree CBE

Our year in numbers: 2023/24



Meeting our strategic aims in 2023/24



Championing the rule of law and access to justice for all

The independent Bar plays a crucial role in upholding and realising the constitutional principles of government accountability under law and vindication of legal rights through the courts. As the Bar's professional body, we are ideally placed to draw on barristers' expertise and dedication to lead on these issues, in the public interest.

In pursuing this strategic aim in 2023/24, the Bar Council:

- Campaigned for greater investment across the justice system amid ongoing concerns over court backlogs. The Chair of the Bar 2024 made this a central plank of his inaugural speech in January.
- Called for a review of private prosecutions, to ensure sufficient safeguards in light of the Post Office Horizon scandal.
- Joined with the Bars of Scotland, Northern Ireland and Ireland as the 'Four Bars' to issue a statement in

support of the cab rank rule highlighting its importance to access to justice and the rule of law.

- Published detailed evidence on civil legal aid fees, working with the Family Law Bar Association, to make the case for significant investment as part of the government's Review of Civil Legal Aid (RoCLA) project. Our input to the review drew on input from barristers across 11 different practice areas.
- Contributed to the Public Accounts Committee's inquiry into 'Value for money from legal aid', highlighting the need for greater funding.
- Raised concerns about the use of pre-recorded evidence under section 28 of the Youth Justice and Criminal Evidence Act 1999 with a view to evaluating how pre-recorded cross examination is used.
- Briefed parliamentarians on our serious concerns around the undermining of the rule of law in draft legislation, for example in the Rwanda Bill. We also

raised these points via the media to aid the public debate.

- Defended the rule of law and the rights of lawyers and judges in statements and interventions in Pakistan, Israel, and Sri Lanka, in close liaison with the Bar Human Rights Committee.
- Held the 17th annual International Rule of Law lecture delivered by Professor Tetyana Antsupova, former Judge of the Supreme Court of Ukraine, who explored judicial reform and independence in the face of external aggression.
- Published a series of Justice Week 2023 blogs to highlight different aspects of access to justice, including: the work of the Crown Prosecution Service (CPS) to build an accessible and supportive system; the work of the Government Legal Department to create clear legal frameworks; the Magistrates' Association campaign to improve the physical accessibility of court buildings; and the Attorney General's mission to improve access to legal careers.

- Provided financial and communications support to Advocate, the Bar Human Rights Committee, the Free Representation Unit, and Young Citizens.
- Sponsored the Legal Aid Barrister of the Year Award to celebrate the work of the publicly funded Bar and raised vital funds for legal advice centres by taking part in the London Legal Walk.
- Took part in national Pro Bono Week 2023, publishing and sharing a series of blogs about the benefits of pro bono and explaining pro bono costs orders.
- Held the 20th annual Law Reform Lecture delivered by the Master of the Rolls the Rt Hon Sir Geoffrey Vos on 'artificial intelligence and virtual worlds: the future of law' followed by an expert panel discussion.
- Received 87 entries to the annual Law Reform Essay Competition and awarded a total of £10,000 to six prize winners whose essays were published on our website.

Supporting barristers



Supporting members of the Bar is a priority for the Bar Council and is at the core of why the Bar Council exists. We seek to provide this support in a number of ways.

Over the last year, the Bar Council:

- Responded to 4,582 calls and 462 emails to the ethical enquiries service, providing timely advice and support on issues including returning instructions, remuneration, confidentiality and disclosure, and independence.
- Issued new ethical guidance on using generative artificial intelligence tools; a guide to mediation advocacy; and advice on pro bono work for employed barristers. We significantly updated guidance on direct access and conduct of litigation in response to *Baxter v Doble* and published new guidance from the Taxation Panel on basis period reform, explaining new rules coming into effect for 2023/24.
- We reviewed 25 other pieces of guidance and there were over 80,000 visits to our ethics and practice hub.
- Ran two online seminars on ethical dilemmas at the criminal Bar and civil Bar with advice on how to apply the provisions of the BSB Handbook.

We also inspired and supported specialist Bar associations in delivering ethics seminars on specific topics of their own.

- Started a new policy workstream on sanctions, led by the Money Laundering Working Group, and sourced new members with sanctions expertise to support the work.
- Successfully negotiated fee increases across practice areas through the provision of detailed evidence, including working with the Criminal Bar Association and Personal Injuries Bar Association to secure:
 - an increase to prosecution fees to end the disparity in fees with defence work
 - a 10% increase in the rates paid by solicitors to barristers for magistrates work under our Protocol with the London Criminal Courts Solicitors' Association, which particularly impacted the junior Bar
 - a fee increase for barristers in cases involving pre-recorded cross examination of vulnerable witnesses (section 28)
 - the uprating of fixed recoverable costs for fast track and intermediate track civil cases

- Continued to input to the Criminal Legal Aid Advisory Board (CLAAB) and its working groups to provide evidence and data that criminal legal aid fees are too low to enable a sustainable profession.
- Made representations to HM Courts and Tribunals Service (HMCTS) to improve MyHMCTS, the online case management portal for legal professionals.
- Updated our research on gross earnings by sex and practice area and revised our guidance for chambers to identify and address earnings disparities with an updated toolkit and new practice review guide and template. We worked with the Institute of Barristers' Clerks and Legal Practice Management Association to disseminate these resources to chambers.
- Published new wellbeing data which revealed higher levels of work satisfaction and wellbeing. We relaunched the wellbeing at the Bar certificates of recognition, awarding 34 chambers and organisations. We also released a short film 'Wellbeing matters to everyone at the Bar'.
- Worked with more than 500 equality and diversity officers (EDOs), data diversity officers and chambers professionals via the EDO Network. We ran six EDO Network meetings covering practice reviews, earnings monitoring, and bullying, harassment and inappropriate behaviours.
- Delivered 57 equality, diversity and inclusion courses to 1,027 delegates, including 19 introduction to race sessions.
- Updated the guide to starting at the Bar for new practitioners.
- Published new data on bullying, harassment and discrimination at the Bar and committed to commissioning an independent review of bullying and harassment at the Bar to identify systemic challenges and potential solutions. We continued to support individuals via Talk to Spot and the equality and diversity helpline.
- Delivered three pre-application judicial education (PAJE) courses to support lawyers from under-represented groups prior to making an application for judicial roles.
- Delivered a new Cyber Security at the Bar event to help chambers mitigate the risks posed by cyber criminals.
- Developed a three-year strategy for the development of the Bar Council's chambers management resources and, within six months of its launch, published a new 'policies and procedures for chambers' webpage and implemented an email-based chambers management enquiry service.
- Delivered a comprehensive programme of 54 open training courses attended by 698 barristers and chambers professionals, 42 bespoke training courses for chambers attended by 511 barristers and chambers professionals, and 17 events bringing together 4,019 attendees.
- Published our Pupil Survey 2024 which found that 86% of all pupils found their experience positive. The results will inform our ongoing support for pupils.
- Processed 22,495 applications from 3,405 candidates through the Pupillage Gateway, in response to 226 advertisements from Authorised Education and Training Organisations for 674 pupil vacancies.
- Delivered a range of advice sessions at the Pupillage Fair including insights into different specialisms, unconventional routes to the Bar, disability, practising on circuit and – new for 2023 – making applications through the Pupillage Gateway.
- Provided 8,376 barristers with ID cards through the HMCTS Professional Users Access Scheme – the highest number of users since the Scheme launched in 2019.
- Organised the Bar Sustainability Summit to support chambers with the development and delivery of effective interventions on carbon reduction. We grew the membership of the Bar Sustainability Network to 47.

Promoting the Bar

A central element of the Bar Council's purpose is to promote the Bar by making sure that the profession's unique excellence in advocacy and specialist advisory services are recognised nationally and internationally.

The Bar Council highlights opportunities for broadening areas of practice and for personal and professional development. This widens career opportunities at the Bar by ensuring aspiring barristers have ready access to information, options and routes to the Bar, and raises awareness of the Bar's contribution to society.

In promoting the Bar in 2023/24, the Bar Council:

- Opened up international opportunities through new Memorandums of Understanding with the Bar Council of India and the International Law section of the Florida Bar. We successfully negotiated with the Indian Bar to implement regulations which permit the practice of home jurisdiction law by English and Welsh lawyers in India on a reciprocal basis.
- Undertook business development visits to Mexico and Kenya delivering workshops and seminars, and continued to input to the UK-Australia FTA Legal

Service Dialogue. We set up a joint mentoring programme with the Law Society of Kenya for young lawyers.

- Delivered a programme of legal education and networking for young lawyers for the Anglo-Dutch Exchange. This year, we hosted Dutch lawyers in Cardiff and Manchester, as well as in London, to broaden the reach of the programme.
- Hosted over 80 European young Bar leaders in London for the European Bar Association's International Weekend.
- Organised a joint event with the German Federal Bar on the regulation of third-party litigation funding. We continued to represent the interests of the profession to European Bars and Institutions through our Brussels consultant.
- Published the International Legal Markets brochure, featuring advertisements from 23 chambers.
- Amplified a range of voices from across the Bar through the media, social media, and our website. We published 69 blogs. Some of our most popular content included blogs about pupillage – tips for completing your pupillage application, information about pupillages at the employed Bar, and what to do if

you don't succeed. Other popular content outlined an update on conducting litigation in light of *Baxter v Doble*.

- Published a blog series to promote pupillage at the employed Bar with contributions from the CPS, Citibank, DAC Beachcroft, HMRC and the Nursing and Midwifery Council. The Pupillage Fair also featured an increased presence from providers at the employed Bar.
 - Hosted a joint session with King's Counsel Appointments (KCA) on applying for silk at the employed Bar.
 - Appointed eight barristers to act as paid arbitrators or expert determinators through the Bar Council's Appointments Service, including two barristers who were appointed on a pro bono basis in respect of disputes between chambers and their former members.
 - Continued to manage the Direct Access Portal (DAP), through which 417 barristers receive between them over 1,280 enquiries from prospective clients each month.
 - Held our ninth annual Pupillage Fair, which attracted a record number of 110 exhibitors and 385 barrister volunteers and received excellent
- feedback from 1,186 online and a record 917 in-person attendees.
- Announced our new partnership with Rare Recruitment and began the development work to integrate a contextual recruitment system with the Pupillage Gateway for 2024.
 - Delivered a free half-day Social Mobility Summit to showcase and promote the social mobility initiatives in place across the Bar and improve understanding of contextual recruitment.
 - Delivered the second year of the 10,000 Black interns programme (10KBI) offering 25 fully funded six-week internships.
 - Placed 66 students from under-represented backgrounds in 28 chambers across England for a week of work experience through the Bar Placement Scheme social mobility programme.
 - Worked in partnership with the Council of the Inns of Court to promote careers at the Bar, including attendance at careers and law fairs.
 - Worked with Young Citizens to deliver the Bar Mock Trials engaging almost 3,000 students from 180 schools to develop oral advocacy skills and promote careers at the Bar.

Representing the Bar

By representing the Bar in 2023/24, the Bar Council set out to raise awareness and understanding of the importance of independent, specialist advisory and advocacy services to the rule of law.

The Bar Council sought views from the Bar on key policy issues, working with Bar Council committees to develop proposals to government on all aspects of policy and law reform.

In representing the Bar, the Bar Council:

- Continued to strengthen relationships with parliamentarians and civil servants and engaged new ministers to ensure a strong voice for the barrister profession. We held meetings with ministers in a number of relevant departments, met with Bill teams, and hosted briefing dinners with members of the House of Lords.
- Robustly defended the profession and the independence of the Bar against political attacks. We joined with the Bars of Scotland and Northern Ireland to respond directly in the media with letters published in the Daily Telegraph and

Sunday Times and issued a joint statement with the Law Society in response to political attacks on immigration solicitor Jacqueline McKenzie. Our rebuttals to attacks on lawyers featured in the Guardian, FT, Daily Telegraph, Sunday Times, and across the trade press.

- Hosted a Justice Week 2023 parliamentary reception and held two meetings of the All-Party Parliamentary Group on Legal and Constitutional Affairs – on the role of lawyers and justice manifesto commitments. We attended the Conservative, Labour, and Liberal Democrat party conferences and delivered panel discussions on the need for investment in the justice system.
- Provided expert input and briefings for parliamentary debates on key pieces of legislation, including the Arbitration Bill; Safety of Rwanda Bill; Victims and Prisoners Bill; Illegal Migration Bill; Litigation Funding Agreements (Enforceability) Bill; SLAPPs Bill; Retained EU Law (Revocation and Reform) Bill; and Economic Crime and Corporate Transparency Bill.

- Submitted evidence to 12 parliamentary inquiries on subjects ranging from court backlogs and legal aid to retained EU law and international agreements.
- Secured 42 mentions in parliamentary debates, and Bar Council mentions in committee reports on legal aid, the court reform programme, Crown Court backlogs, and international agreements.
- Responded to 34 consultations and calls for evidence on a wide range of issues including:
 - Ministry of Justice consultations on immigration legal aid fees; fixed recoverable costs; court and tribunal fees; open justice; earlier resolution of private family law arrangements; and crime lower.
 - Law Commission consultations on evidence in sexual offence prosecutions and criminal appeals.
 - Department of Health and Social Care consultation on fixed recoverable costs in clinical negligence claims.

- HM Crown Prosecution Service Inspectorate consultation process on the inspection programme.
- Home Office independent review of disclosure and fraud offences.
- HM Treasury consultation on AML supervisory reform.
- The Civil Justice Council’s consultation on capacity.
- BSB consultations on the regulation of barristers in chambers and interim suspension.
- LSB consultations on the misuse of NDAs and first-tier complaints handling.
- CILEx Regulation consultation on rights of audience.
- Engaged with the Department for Culture, Media and Sport’s SLAPPs taskforce.

Strengthening the Bar Council



To achieve our strategic objectives, the Bar Council needs to be influential, capable, organisationally sustainable and held in high regard by the profession, government and partners.

In seeking to achieve this objective, the Bar Council in 2023/24:

- Developed a new five-year strategic plan 2024-29 to guide our work on behalf of the profession focusing on providing leadership, promoting the rule of law, supporting the profession, and maintaining a resilient organisation.
- Increased income generated through the Bar Representation Fee (BRF) for the fourth consecutive year and undertook evaluation of the reasons why members subscribe to the BRF to ensure the Bar Council can deliver on behalf of the profession.
- Launched a new on-demand training platform for the Bar. Our new platform features a full-length Cyber Security at the Bar training course that can be accessed anytime, anywhere, and is designed to help barristers and chambers

professionals to identify common cyber security threats and improve their understanding of how to mitigate against, and respond to, them.

- Developed a new Young Bar Engagement Strategy to improve the Bar Council's engagement with pupil barristers and members in their first year of practice. As part of our strategy, we sent pupil barristers and their supervisors a new 'Z-card' leaflet designed to highlight the Bar Council resources and support for them and we delivered three new events for newly qualified practitioners and pupil barristers: thriving in your first year, starting your practising period as a pupil, and handling ethical dilemmas at the Young Bar.
- Developed proposals to refresh and relaunch the annual Bar Conference through a member-led working group.
- Proactively engaged with the media to position the Bar Council as a leading voice on the rule of law, access to justice, and issues of importance to the Bar. We significantly increased our media coverage to 2,804 mentions, including

seven national newspaper front page stories on the cab rank rule, private prosecutions, international rule of law, and the need for investment in the justice system in the Daily Mail, Financial Times, Guardian and Observer. The Chair's inaugural speech was covered in The Times, FT, Daily Mail, Independent, Evening Standard and 21 local and regional titles. We secured coverage for the Bar's views on investment in the justice system, Rwanda legislation and the rule of law, Bar Council AI guidance, regulation and timing of call, and our reports on earnings, wellbeing, and bullying and harassment.

- Added 8,567 new followers and achieved 180,320 engagements across our social media channels: X (Twitter), LinkedIn, Facebook and Instagram. Our top post with over 13,000 engagements on X was the Chair's reaction to the Prime Minister's political attack on immigration lawyers.
- Encouraged greater engagement in Bar Council meetings with a programme of external guest speakers on a wide range of subjects.

- Improved our internal governance with a new risk management framework and revised whistleblowing policy and a new approach to business planning.
- Engaged all staff in developing the themes of a new People Strategy to position the Bar Council as an employer of choice.
- Launched a new email newsletter for members of the Sustainability Network and increased the circulation of our other regular newsletters.
- Improved our cyber security with new arrangements for a swift reaction to threats and improved our technological resilience with new systems for our member database and call handling systems.
- Introduced a new 'chat' function on MyBar for barristers to ask questions during the authorisation to practise process.
- Embarked on ISO14001 accreditation to demonstrate our commitment to environmental sustainability.
- Undertook building work to improve accessibility to Bar Council offices.

Enabling regulation

Value for money

The Bar Council enables the effective regulation of the profession through the BSB, which is independent from the Bar Council, to ensure the highest standards of professional practice and to protect the public interest.

Over the last financial year, the Bar Council:

- Ran an event in conjunction with the Legal Ombudsman to help the profession understand the main changes to its Scheme Rules, explain the impact of them, and inform legal providers of what they need to do to be compliant.
- Engaged the profession in discussions around the timing of Call. The Chair of the Bar delivered a speech to set out the issues in Middle Temple Hall in September.

- Represented the profession in response to BSB and LSB consultations on a range of issues from the regulation of barristers in chambers to handling first-tier complaints. We successfully pushed back on proposals requiring barristers to keep records of first-tier complaints.
- Inputted to the BSB consultation on the use of social media and welcomed the BSB's new guidance.
- Gave oral evidence to the Justice Committee inquiry on the regulation of the legal professions and submitted evidence to the Department for Business and Trade on smarter regulation.
- Continued to deliver training on the internal governance rules to all new members of staff.

The Bar Council and the BSB share Practising Certificate Fee (PCF) income but have additional sources of income upon which they depend.

72% of practising certificate fees go to the BSB, LSB and Legal Ombudsman, and the 28% proportion that helps fund the Bar Council covers only 65% of the income needed to effectively support the Bar. The remaining funds are generated by Bar Council services, training and events portfolios, generous contributions from the Inns of Court and the Bar Representation Fee (BRF).

Revenue generated through training and events, services, and partnerships is invested into organisational activities that are designed to support and represent the Bar's interests and priorities.

In the face of high inflation, the General Council of the Bar mitigated the increase in the PCF through the use of reserves and the release of funds previously earmarked for the pension deficit recovery plan. However, that means the increase will need to be spread over a number of years in future. There is a continual review of activity across the organisation to ensure cost efficiencies and value for money.

Our financial performance

The Bar Council is firmly committed to the principle of transparency and publishes financial and other transparency metrics as part of the annual report.

We pay close attention to how we spend barristers' money:

- Our budgets are set annually and our budget envelopes are informed by our business plans
- The budget is divided up into departmental budgets which our directors manage
- Each month we examine the detailed management accounts for areas with significant spending across the organisation, with ad-hoc reviews taking place for areas where smaller spending occurs. This enables us to keep a close eye on our business expenditure
- Each month we think about what we might need to spend in the future and produce forecasts to reflect this
- We tightly monitor our largest area of spend which is our staffing costs
- We make sure that our resources are directed at our key priorities, and
- Our financial performance is scrutinised by the Finance and Audit Committees and reported to the Bar Council.

Income

Practising Certificate Fees (PCF)

Barristers are only legally entitled to undertake reserved legal activities if they are authorised to do so. To be authorised they must hold a current Practising Certificate renewed annually via a process known as Authorisation to Practise, which includes payment of a Practising Certificate Fee (PCF).

The PCF funds the expenditure that falls within the 'permitted purposes' as defined by the Legal Services Act 2007. The PCF is shared between the operationally independent Bar Standards Board, which carries out the regulatory functions, the representative body, the Bar Council, which carries out non-regulatory 'permitted' activities, and levies for the Legal Services Board and the Legal Ombudsman (LeO).

	£ thousands	£ thousands
Financial Year	2022/23	2023/24
Total PCF Revenue	£17,196	£18,838

In 2023/24 Practising Certificate Fees were set as follows:

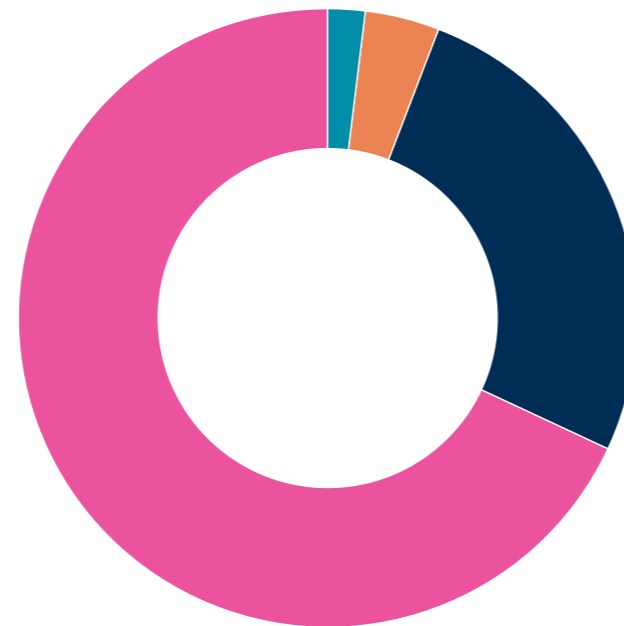
Band	Income band	2023/24 fees
1	£0 – £30,000	£100
2	£30,001 – £60,000	£266
3	£60,001 – £90,000	£534
4	£90,001 – £150,000	£972
5	£150,001 – £240,000	£1,476
6	£240,001 – £500,000	£2,001
7	£350,001 – £500,000	£2,138
8	£500,001 – £750,000	£2,704
9	£750,001 – £1,000,000	£2,861
10	£1,000,001 – £1,500,000	£3,245
11	£1,500,001 and above	£3,434

Income



Allocation of PCF between Bar Council, the BSB, LSB and LeO

- Legal Services Board, £417k (2%)
- Legal Ombudsman levy, £643k (4%)
- Bar Council, £4,918k (26%)
- BSB, £12,869k (68%)



	2022/23	2023/24
Portion of PCF funding 'non-regulatory permitted purposes'	33%	32%
Total permitted purposes reserves	£4,445k*	£5,347k
Total general reserves	£10,871k*	£12,201k

*restated

Apart from the PCF, some of our income comes from charges we make for specific services we provide to individuals and organisations and funding we receive to deliver specific pieces of

work. These direct income streams include the Bar Representation Fee, Inns' subvention, training and events, commissions and services income, and administrative income.

Income area	£ thousands 2022/23	£ thousands 2023/24
Bar Representation Fee	£1,266	£1,377
Inns' subvention	£214	£198
Training and events	£434	£383
Commissions	£189	£135
Services income	£217	£258
Administrative income	£147	£54
Total Bar Council generated income	£2,467	£2,405

As with previous years, income from the Bar Representation Fee remained the most significant proportion of Bar Council-controlled income during 2023/24. The forecast income for the Bar Representation Fee was set at £1,272k based upon expectations modelled on the 2022/23 Authorisation to Practise income adjusted

for changes in key assumptions. However, we generated an additional £105k of BRF income. The number of subscribers remained consistent with the previous year although the minimum BRF charge increased by 10% to account for inflationary pressures. Overall, the Bar Council exceeded its non-PCF income target by £102k (4%).

Income

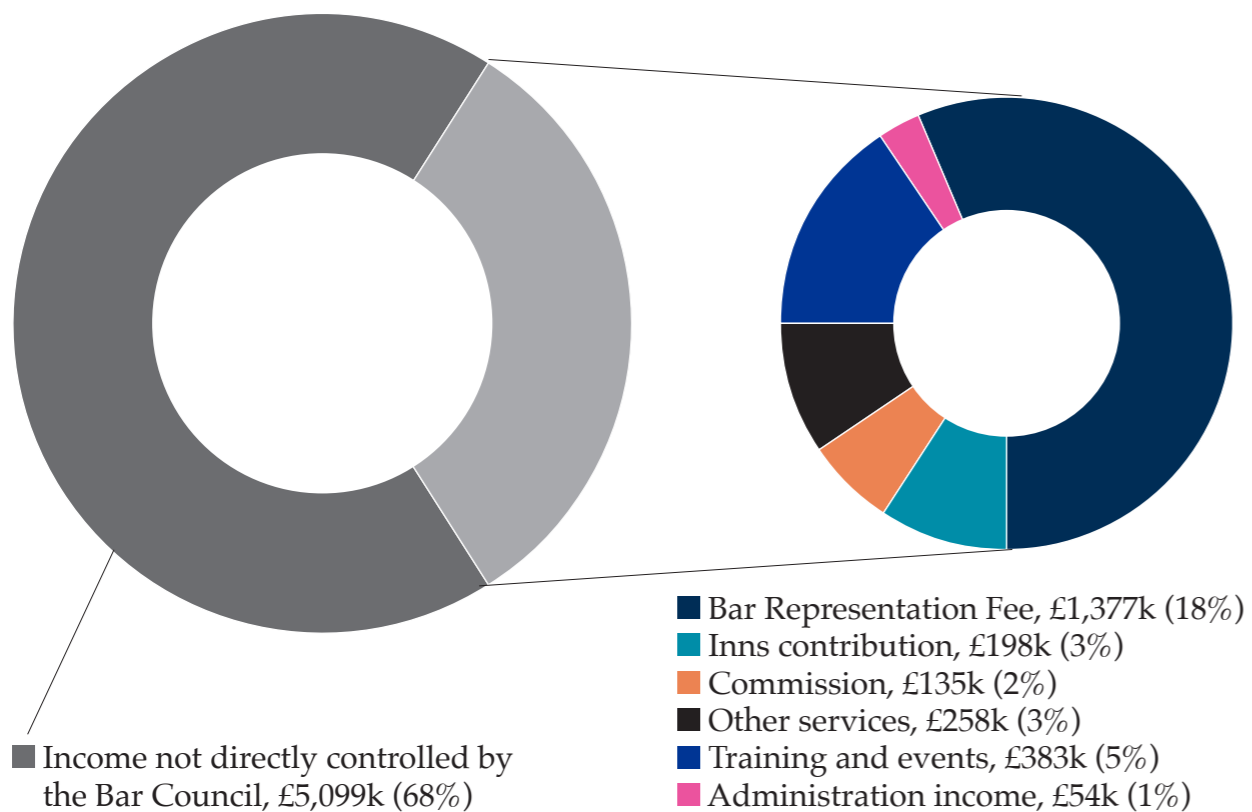


Expenditure



Total income for the Bar Council	£ thousands 2022/23	£ thousands 2023/24
PCF contributions	£4,796	£4,918
Share of income from GCB Resources Group	£67	£181
Planned contributions from reserves	£0	£0
Total income not directly controlled by the Bar Council	£4,863	£5,099
Total Bar Council generated income	£2,467	£2,405
Total non-regulatory income	£7,330	£7,504

Bar Council income



Bar Council directly controlled expenditure was £4,699k against a budget of £5,040k (7% underspend). The reasons for this underspend were due to vacancies during the year, increased work carried out in-house, and lower than expected event costs. The full cost of the Bar Council includes an allocation of shared costs (IT, finance,

HR and premises costs) from the GCB's Resources Group, which provides shared services to both the Bar Standards Board and the Bar Council. The Resources Group expenditure budget is apportioned to each side of the GCB consistent with the allocation of PCF income.

Bar Council department	£ thousands 2022/23	£ thousands 2023/24
Executive and Communications	£1,894	£2,073
Policy	£1,634	£1,740
This is made up of:		
Regulation, law reform and ethics	£215	£275
Legal practice and remuneration	£223	£247
Diversity and inclusion	£360	£371
International	£287	£299
Brussels	£129	£153
Policy directorate	£421	£395
Services (A)	£848	£886
Total direct Bar Council expenditure	£4,376	£4,699
Resources Group and other adjustments allocated to Representation and Policy	£1,660	£1,649
Resources Group allocated to Services (B)	£477	£488
Total Bar Council expenditure (C)	£6,513	£6,836
Total non-commercial Bar Council expenditure: (C) – (B) – (A)	£5,188	£5,462

Expenditure



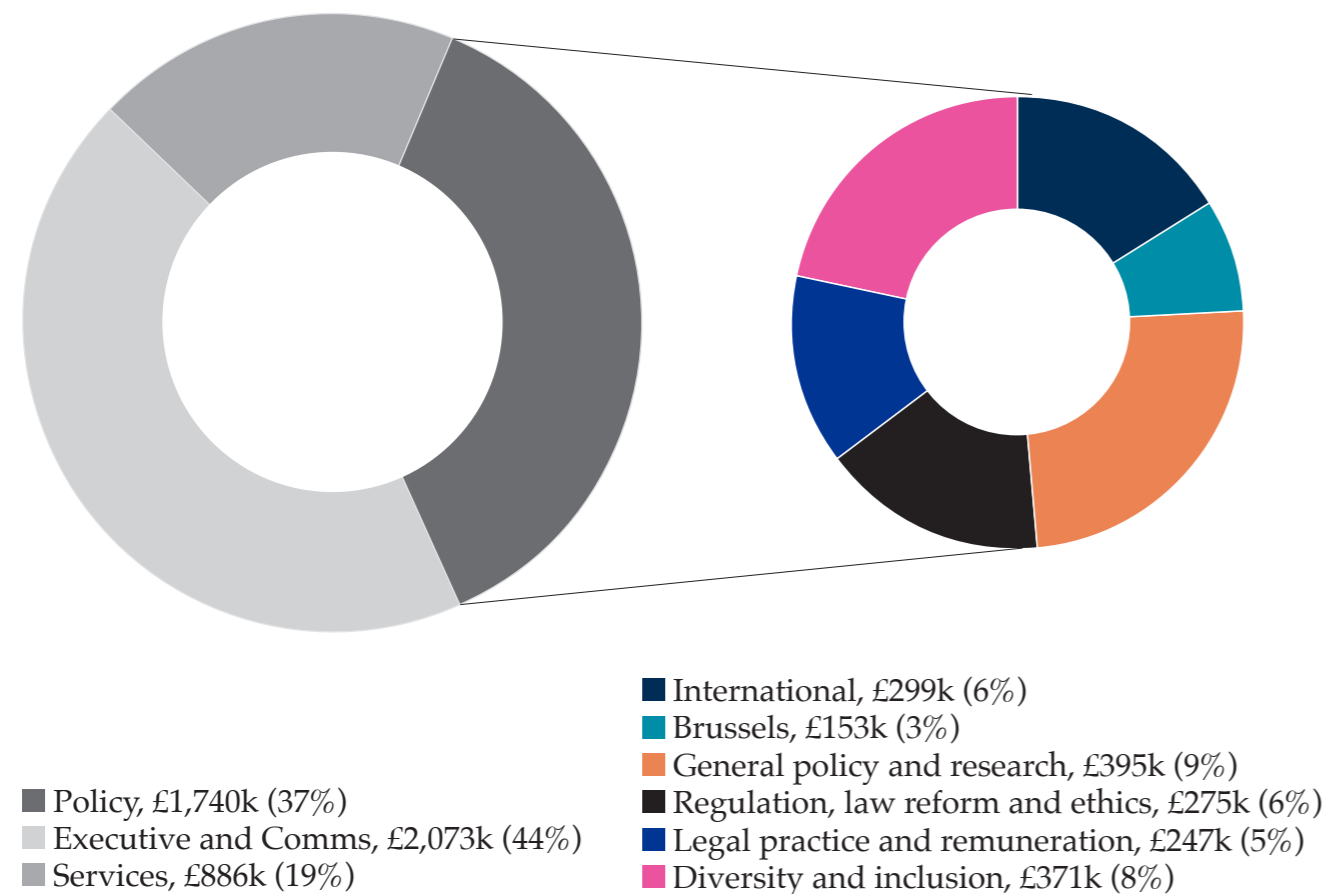
Staff resources



Cost to each authorised individual	£ 2022/23	£ 2023/24
Average cost of Bar Council for each authorised individual ¹	£275	£272

Consultation per LSB submission	2022/23	2023/24
Headcount (excludes Resources Group)	47	47

Direct Bar Council expenditure in 2023/24



Remuneration of the Officers of the Bar and executive

There are 4 Officers of the Bar, elected annually.

The Chair of the Bar was paid £199,760 pro rata (2022/23: £193,450).

The Vice Chair of the Bar was paid £99,980 pro rata (2022/23: £96,725).

The Treasurer of the Bar is a voluntary position and unpaid.

The Chair of the Young Barristers' Committee was paid £20,000 pro rata (2022/23: £21,584).

No other member of the Bar Council received remuneration in the year and all gave their time freely. The same applies for members of our committees, panels and working groups. In total this comes to some 460 barristers and chambers professionals working pro bono to support the Bar Council's work.

The median staff remuneration at the Bar Council in 2023/24 was £59,757. The Bar Council has five senior managers paid in a remuneration band which in 2023/24 was between £81k and £144k.

Total remuneration includes salaries, allowances and employer pension contributions.

The Bar Council considers 'key management personnel' as Officers, CEO, directors, and the adviser to the Chair of the Bar. Key management personnel are those people having authority and responsibility for planning, directing, and controlling the activities of an entity, either directly or indirectly.

The pay of all staff and Officers and key management personnel is reviewed annually, with regard to changes in inflation, pay benchmarking, and affordability.

¹ The average cost of the Bar Council for each authorised individual is calculated by dividing total Bar Council PCF income (£4,918k in 2023/24) by the number of practising barristers as at 31 March 2024 (17,656).

Staff resources



Total remuneration level	2022/23	2023/24
£180,000 or greater	1	2
£160,000–£179,999	1	-
£140,000–£159,999	-	1
£120,000–£139,999	-	-
£100,000–£119,999	1	2
£80,000–£99,999	4	3
Less than £80,000	1	-

Further information

Find out more about what the Bar Council does and stay in touch:

- Visit our website: www.barcouncil.org.uk
- Follow us on social media: BlueSky, X (Twitter), Facebook, LinkedIn, and Instagram
- Subscribe to BarTalk: our fortnightly email newsletter providing information and updates on areas of interest to the Bar



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